



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

No. 296

January, 1971

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Locals east and west bring in new units

A second tax-preparation service, another health insurance agency, and an oil distributing company are among new units organized by New York Local 153 in pre-Christmas drives led by Business Representative Ron Kremens and Organizing Director Gerry Iushewitz.

Local 153 was recognized as bargaining agent for 60 employees of United Tax Service, Inc. This is the second tax group organized by the OPEIU, the first being the nationwide Systematic Tax, Inc., granted a charter as Local 1040 (naturally) some months ago.

Local 153 chalked up an overwhelming victory in a National Labor Relations Board election to gain representation of 40 employees at Mid-Manhattan Health Insurance Plan. The vote was 26 to 0.

The 14,000-member local scored another 2-to-1 victory among office employees at Gifford's Oil, a Manhattan fuel distributing company. The new

unit is estimated to have a potential of 200 members.

On the West Coast, Portland's Local 11 won a unit of 15 office employees at Equitable Life Insurance Company in a campaign led by Secretary-Treasurer Walter A. Engelbert.

In Vancouver, B.C., Local 15 reports that four new bargaining units, including two credit unions, have been organized. One is a 15-member office staff at Standard Brands, Inc. and another the Canadian Credit Men's Association. The credit unions are the Ladysmith & District Credit Union and the C.E.R. & S. Credit Union.

In Tacoma, Local 23 reports that a small office employee unit was won in an NLRB election at J. Hofert Co., of Tumwater, Washington.

Executive Board actions

Bank organizing hailed, convention plans set

The nationwide bank organizing campaign, the mid-week Educational Conference schedule and final plans for the 1971 OPEIU Convention, were discussed by the Executive Board at its meeting in Miami Beach.

The convention will be held June 7-11 at the Hotel Deauville in Miami Beach, Florida. The board decided that the traditional joint conference will be held on Sunday, June 6, the day before the convention, and that Canadian delegates will hold their own conference concurrently with that of the American delegates.

It discussed bringing committee members to Miami Beach two days prior to the convention so they can act on various resolutions for presentation to the full body. It was decided that this will allow more time for study and discussion.

Unable to reach agreement

on the amounts to be proposed for increases in per-capita tax and strike fund contributions, the Board deferred action on these matters until it meets again before the convention.

The Canadian Labour Congress White Collar Report was brought to the board's attention. It resolved that the OPEIU should be represented at all future meetings of the White Collar Committee and directed President Howard Coughlin to communicate with CLC President Donald MacDonald, outlining the OPEIU's objections to this committee's report.

After studying results of the bank organizing campaign to date, the board found them "exceptionally successful," and concluded that organizing in the banking field offers a "prime area of growth in the 1970s."

It also found that the new mid-week Educational Confer-

ence schedule has proved highly popular, resulting in better attendance, with a greater amount of work accomplished. The board decided to make the schedule permanent.

It accepted with thanks and appreciation for her 25 years of service with the OPEIU the resignation of Sarah Keenan as Vice-President, and elected International Vice-President Billie Adams to succeed her on the Board for Region VII.

It approved the merger of Local 59, in Oshkosh, with Local 9, in Milwaukee, Wis., and acted on various appeals by Locals 13, 29 and 376.

Coughlin advised the Board that he had received information from AFL-CIO President George Meany that an AFL-CIO 1964 resolution which prevented OPEIU members from striking trade union employers in contract disputes has been rescinded.

Bank unit scores in first pact

Employees of Springhill Bank & Trust Company won a 35-hour week, wage gains totaling some \$2,000 per individual, and a three-week salary bonus for 1970 in a first contract negotiated by Local 411 in Springhill, Louisiana.

Vice-President Frank E. Morton, who negotiated the initial pact covering bank employees in the state, says it calls for a union shop; check-off of union

dues; office-wide seniority for promotions and vacations, and overtime for work in excess of 35 hours.

A new vacation schedule calls for two weeks after one year (was seven days) and three weeks after eight years. Employees also gain an extra paid holiday which floats in the first year but will be the employee's birthday in the second. The pact provides 12 days sick leave

annually, cumulative to 35 days, compared with 10 days (non-cumulative) prior to the contract.

Other gains are funeral and maternity leaves, grievance procedures and arbitration, and a technological clause guaranteeing that no employee will lose his or her job in the event of automation. The two-year contract expires November 16, 1972.

New unit in Detroit gets 13.4% increase

A 13.4% wage boost, improved vacations and other fringe benefits were secured in an initial contract negotiated by Local 10 in Detroit for its new unit of office employees at Service Steel Company, President-Business Manager Thelma O'Dell reports.

The agreement was reached with the help of federal and state mediators. It calls for a union shop, payment for unused sick leave, and numerous adjustments in job classifications valued at 50¢ an hour.

Office employees will now receive two weeks vacation after one year; three after eight, and four after 20 years. The employer also agreed to pay \$5 per week per employee into Local 10's Pension Plan and to continue all benefits of the previous plan.

Another Local 10 three-year contract covering office employ-

ees at McKesson & Robbins in Detroit, won across-the-board wage gains totaling \$1,456, plus job evaluation raises of 64¢ per hour for Discount Clerk and 8¢ per hour for keypunch operators.

The first-year increase is 40¢ per hour, with 15¢ additional in each of the following two years. Improved vacations call for three weeks after 10 years and four after 20.

Other gains were \$1.50 super money for those working 9½ hours, and improved shift differentials ranging from 10¢ an hour for the noon shift to 25¢ for the midnight shift.



UNION IS HAPPINESS: Seated from left as first OPEIU pact with Springhill Bank & Trust Company is signed are: Bank President Eugene Waters and Director Doyle R. Pickett, OPEIU Vice-President Frank E. Morton, and Local 411 President Carroll Formby. Standing from left: Sadie Miller, Sue Holmes, Bank Director H. D. Gray, and Ruby Maus.

Emily Burns mourned

Emily Burns, a member of Kansas City Local 320, died recently after a long illness. She served as an officer of her Local Union and was an International Vice-President from 1957 to 1959.

Press tells of frayed white collars

It has become a heartbreaking story, repeated in hundreds of communities across the nation and retold in a thousand publications. It concerns the plight of some 400,000 professionals: engineers, chemists, scientists, insurance and securities salesmen and even college professors—now hit by unemployment.

Life Magazine reports from Seattle—a city suffering “the blight of real depression”—that Boeing has fired 51,700 employees and will fire more in the weeks ahead.

“Twelve thousand engineers and administrators, men with university degrees who earned between \$10,000 and \$25,000 and were never jobless in their lives, are among the casualties at Boeing,” *Life* said.

The Wall Street Journal related this case history from Los Angeles: “Clare A. Aldrich, 50, has two engineering degrees and 25 years experience in the aerospace business. He helped design

the Apollo command and service modules for North American Rockwell and earned \$20,000 a year. Now he drives a Yellow Cab and considers himself lucky.”

Turn eastward and you find the *New Haven Journal-Courier* worried about such citizens as these:

“Until a few months ago Sam Thompson, a Harvard Business School graduate, was an \$18,500-a-year executive with a major insurance company. ‘Everything was going beautifully when suddenly, together with 150 other employees, I was handed my dismissal notice with the mail,’ he recalled recently from his place in line at the unemployment office.”

The *Washington Post* looked at wealthy Montgomery County, Md., and found: “The percentage of Montgomery jobless coming from technical, managerial and professional positions rose from 29% in February to 43% in June and has remained at about the

same level since.”

The New York Times reported in detail on scientists, engineers and technicians enticed to the U.S. with high-paying aerospace jobs now returning to England, Austria, Germany, Norway and Sweden although they had adopted the U.S. as their homeland.

Faculty cutbacks loom at many universities as financial problems worsen. Columbia University orders its 70 departments to cut back their faculties by 10% for 1971-72. New York University aims at a 5% reduction. At Harvard, the faculty of arts and sciences mulls over a similar curtailment. Hiring levels are off at Purdue. Grinnell College and Nebraska Wesleyan University gird for 1971-72 cutbacks.

Not all schools waited until the New Year. Fresno State College recently refused to rehire 12 nontenured professors. In Berkeley, the University of California leaves open 208 vacancies created by attrition. One result: Heav-

ier work for existing professors. Boston College has clamped a lid on new hirings.

Probably never before have engineers, scientists and other highly-trained professionals comprised such a large percentage of the nation's jobless and those trying to live on \$65-a-week unemployment benefits.

The hundreds of thousands of scientists, engineers and other professionals left stranded by the bursting of the aerospace bubble or the precipitous cutback of government appropriations—these are the Americans who today urgently need the benefits of white-collar unionism and collective bargaining.

They are the highly-skilled jobless who need employment in stable industries in far-sighted, diversified national research programs in air and water pollution, for instance, that offer a secure future.

Rules for retirement

At a recent dinner honoring Henry Kaltun, Business Manager of District 15 of the International Association of Machinists, on the occasion of his retirement, the following letter was read. We found its wit and humor so original that we felt it should be published.

Dear Henry:

Earlier this year when you visited us at our home in Florida I thought I detected a twinge of alarm in your voice, and a haunted look in your eyes when during our discussion you suddenly realized that you were standing on the threshold of a new and unknown world. I knew this same feeling when I had chosen the same path into the unknown and felt the clammy hand of uncertainty clutching my heart.

Since I have retired these many years, I feel that my experience in this beautiful new world will be beneficial and helpful to you. Prior to retirement I read and heard a great deal about the perils of retirement. It was told and retold that when a man retires he becomes bored, listless, and just withers away. After five years of retirement I have reached a definite conclusion that this is vicious capitalistic propaganda disseminated for the purpose of keeping mankind in chains until the final breath.

Retirement is a wonderful new world, and God Bless the lazy bum that discovered a method of getting paid for doing nothing. In my opinion, this unknown hero should be canonized and sainted because he discovered something greater than the invention of the wheel. Retirement begets boredom? When I look back over the past years I can't understand where I got the time to go to work.

Henry, to enjoy retirement to its fullest extent you must have rules to help regulate your new and wonderful life with some degree of orderliness. I am operating under several rules that I have found very effective, and, as the voice of experience, I pass them on to you to give you a happy start:

1. Get up bright and early . . . every afternoon.
2. Throw away your alarm clock, and keep your calendar in a conspicuous place so that you will know the day your pension check arrives.
3. Have a couple of snacks before each meal.
4. Have a nap or two, and a nip or two before going to bed.
5. Provide for an emergency by keeping a spare TV set in readiness at all times.
6. In the event that there is some work to be done in the house or garden, make a survey of the work, give it careful study, and then make a note to give it some further study at some future date.
7. Never do anything that you can do tomorrow, and tomorrow—forget it.
8. Exercise is very important, but must not be overdone. A daily walk to the mailbox to see if the pension check arrived should be sufficient.

Over many years I was inspired by the following slogan, “Let your hours of work be from dawn till midnight. Work hard and relentlessly and your reward will be great.” When I retired I chucked it out and replaced it with, “Work fascinates me, I can sit and watch it all day.”

If we abide by these rules I am sure that we will break the hundred mark, and put a big dent in the Machinist Pension Fund. So, with best wishes for a happy and successful future.

Fraternally
Joseph A. Long

November 6, 1970

Coughlin urges members to buy 5.5% U.S. bonds

In an appeal to all members of the Office & Professional Employees International Union, President Howard Coughlin urges support for the new U.S. Savings Bond Program under the Payroll Savings Plan. His message says:

“Traditionally, the OPEIU has been among the consistent supporters of the United States Savings Bond Program. Certainly no group of Americans has a greater stake in democracy than the members of organized labor. Conscious of this truth, we, as Americans worthy of the name, are dedicated to the defense of our free way of life in this great nation.

“This year, the Department of the Treasury is launching a nationwide campaign to expand the participation of wage earners in the Payroll Savings Plan for purchase of U.S. Savings Bonds. The goal is to add two-million new or increased savers. Most

companies are joining in this effort, and you will have a personal opportunity to take advantage of this convenient and practical method of saving.

“The advantages of the Payroll Savings Plan are many—it's easy and automatic. It saves for you before you spend. U.S. Savings Bonds now pay a full 5½% interest when held to maturity of 5 years and 10 months. Principal and interest are guaranteed by the United States. The tax advantages of Bonds make them attractive for retirement income and higher education funds for your children.

“Your participation in this program is both patriotic and prudent. You can build your personal security and help protect your earnings from the inroad of inflation.

“When you are approached by a fellow-worker in a Bond Campaign this year, he will be bringing you an opportunity to secure a brighter future in a stronger America—both are worth investing in.

“With best wishes, I am
Fraternally yours,
Howard Coughlin
President”

January, 1971

80% of colleges come under NLRB

Following up its recent decision to assert jurisdiction over private nonprofit colleges and universities, the National Labor Relations Board decides to include all such institutions with at least \$1-million in gross annual revenue for operating expenses. The rule became effective December 3.

Acknowledging that the \$1-

million standard is higher than those set for other types of enterprises, the Board points out that it will bring 80% of all private colleges and universities, and 95% of all full-time and part-time nonprofessional educational personnel, within the reach of the National Labor Relations Act.

These figures, the Board

notes, compare favorably with those in other industries. For example, \$250,000 gross annual revenue for the hospital industry has extended Board jurisdiction over 76% of such institutions, and a \$500,000 revenue standard for the hotel industry covers some 3.5% of employers and over 60% of hotel employees.

Those industries for which it has set standards at \$500,000 or less, the Board says, “conduct their business through large numbers of relatively small units, a substantial number of which must be embraced by the relevant jurisdictional standard.”

Effective regulation of labor relations for colleges and universities, the Board says, is possible under a higher jurisdictional standard. It rejected suggested jurisdictional tests based on other criteria, such as numbers of employees or students or annual expenditures for commercial purposes.

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HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

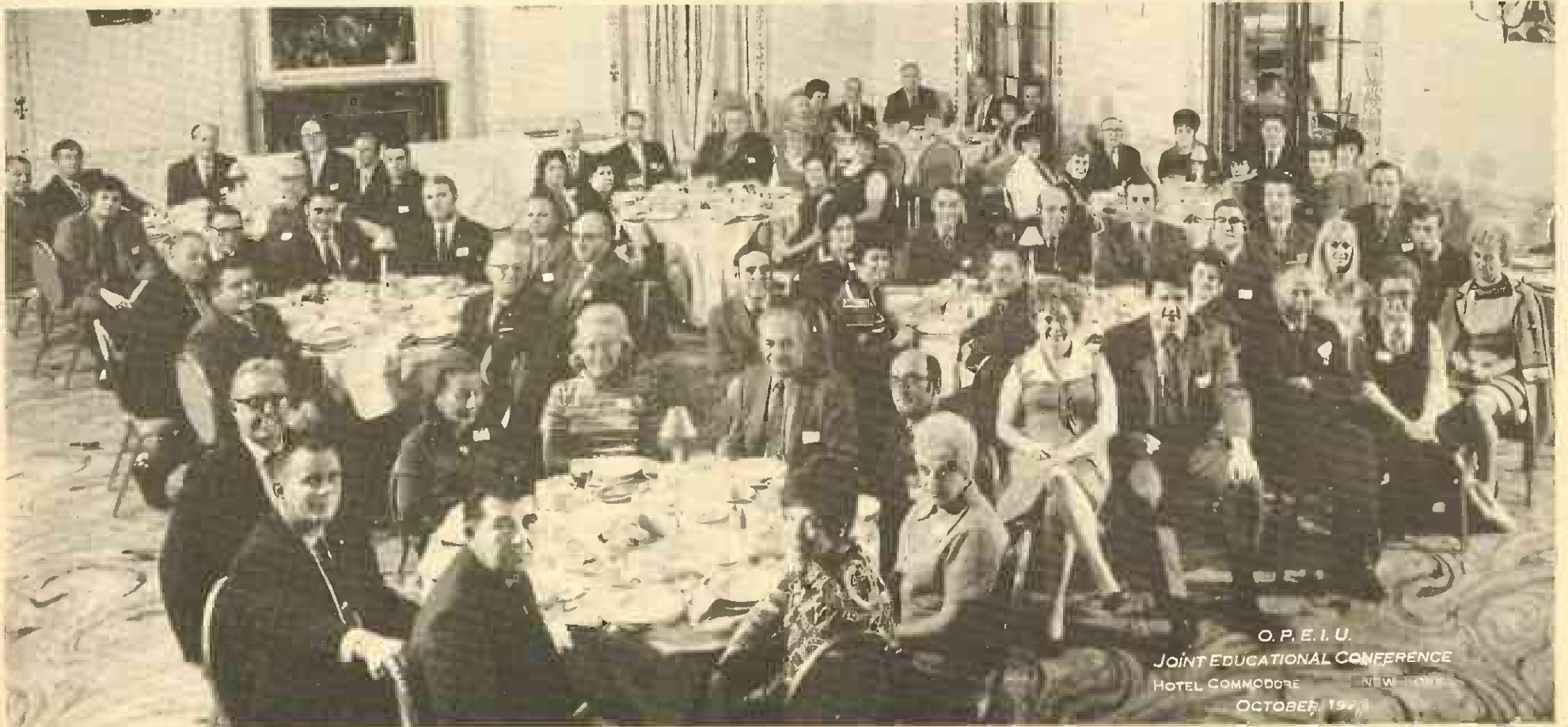
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O. P. E. I. U.
JOINT EDUCATIONAL CONFERENCE
HOTEL COMMODORE NEW YORK
OCTOBER 1970

Top photo: The Northeast Educational Conference, held at the Commodore Hotel in New York City. At right: Delegates to the Southeast Conference gathered at the American Motor Hotel in Atlanta, Georgia.

\$7,930 over 39 months won for freight units

Wage gains totaling \$7,930 per individual were won for office employees of Pacific Intermountain Express (P.I.E.) and Consolidated Freightways in a 39-month contract negotiated by Local 31 in Salt Lake City, Utah, Regional Director John Kinnick reports.

Salary gains will amount to \$1.85 an hour, spread over the period. As of April 1, 1973, a rate clerk employed two years will earn \$1,017 per month and stenographers and billing clerks \$948 a month.

Other gains include an additional holiday, improved vacations, cost-of-living increases to an 8¢ an hour maximum, and addition of vision care and prescription drug coverage to the health-welfare program. The employers also agreed to grant

two days' bereavement leave and to pay \$2 per week more per individual into the pension fund.

The OPEIU negotiating team included Pat Woodruff, Local 31 President; Luella Potts, Dean Betenes and Normon Olson. They were assisted by Kinnick.

A similar contract, covering some 40 P.I.E. office employees at Emeryville, San Francisco and San Jose, Calif., has been signed by Local 29, Oakland, according to Business Representative Louis A. Celaya.



Cathryn Mackey, Local 112, loses long battle for life

We regret to announce the death of Cathryn Mackey, of Poughkeepsie, N.Y., the 29-year old member of Local 112 whose kidney transplant operation two years ago aroused nationwide attention. (White Collar, Nov. 1968).



Born with only one kidney which finally failed, Cathryn was kept alive by a hemodialysis machine until a transplant operation was performed, using a kidney donated by her sister. Her medical expenses exceeded \$20,000 before she was able to work again.

But then she had to use crutches to return to her job as a planning clerk at the DeLaval Separator Company, which provided a special parking spot for her convenience. Her employer joined her friends, neighbors, OPEIU members and the

community in raising a special fund to defray her medical costs. For 12 years a loyal and devoted member of Local 112, Cathryn kept on insisting that she should pay her dues, which the union waived. We express the deep sympathy of OPEIU members everywhere to her family in their bereavement.

Seven-local paper pact benefits 400 in Canada

A two-year agreement boosting wage scales by \$43 per month retroactive to May 1, 1970, and by a further 6½% (\$41 minimum) next May 1 has been reached between Abitibi Paper Company, Ltd., and seven OPEIU Locals in Canada. The pact covers some 400 office employees at the company's various locations.

The pact establishes on next May 1 a \$501 per month minimum wage base for clerk-typist and \$606 for senior stenographer. It will set a \$940 top office rate on that date, with the average wage estimated at \$740.

Other gains are four weeks vacation after 15 years (was 18) and an added floater holiday bringing the total to 11½ annually. Sick leave and long-term disability clauses were vastly improved. The Group Life Insurance schedule was raised by \$2,000.

The pact also includes a new maternity leave clause; provides that new jobs be included in the bargaining unit; tightens provisions for training relative to promotions; eliminates merit rating

by substituting automatic progression, and improves pensions by including permanent disability and supplementary pension for earlier retirement.

Paul Powers of Local 151, Iroquois Falls, chaired the joint OPEIU negotiating team, which included Mike Rogozynski, Carl Cashmore and Rene Gaudet, also representing Local 151; Dave Haight and Ed Beaupre, representing Local 214, Sault Ste. Marie; Norman Menard and Lionel Courtney, Local 161,

Smooth Rock; Peter Tracz, G. E. Peshcau and K. E. Smith, Local 236, Thunder Bay; Marcel Ray and Paul Gauthier, Local 191, Beaupre; John Newman and Ron Ryan, Local 282, Sturgeon Falls; and Len Roy and Ray Desautels, Local 216, Pine Falls.

The OPEIU team was assisted by International Representatives John W. Richards, Wilfred Peel, and Emil Stencer, Mid-Canada OPEIU Council.

NLRB certifies Local 2 for 238-member unit

NLRB Regional Director John A. Penello has certified Local 2 as the official bargaining agent for the 238-member office unit at Group Health Association, Inc., in Washington, D.C.

In an NLRB election on September 29, Local 2 received 112 votes, against 80 for a GHA committee and 18 for "no union." The GHA group then challenged the election charging that

the company showed "union favoritism," and that Local 2 did not comply with agreements resulting from earlier unfair labor practice charges filed by the committee.

Penello ruled that the committee's charges, as a whole, were without merit; dismissed all objections, and then certified Local 2 as the bargaining representative.



from the desk
of the
PRESIDENT

NLRB finds for Local 320 in insurance firm case

NLRB Trial Examiner George L. Powell recommends that the initial year of certification for Local 320, in Kansas City, Mo., begin on the date when Hartford Fire Insurance Company, Inc., starts to bargain collectively with it in good faith.

Local 320 was certified on April 11, 1969, to represent all field claim adjusters at the Kansas City office after an NLRB election. Four days later the OPEIU requested information from the company for bargaining purposes, but received it only after six weeks. Contract negotiations began on July 14, 1969.

During negotiations, the company informed the union that it planned to resume an annual review of employee performance and salary increases based on merit. At the same time, it announced that the minimum salary for employees would be raised to \$7,500 annually if the

union would not file discrimination charges, putting the union in a "difficult position."

Negotiations continued, but the company repeatedly rejected union proposals and presented counter-proposals that were unsatisfactory. At the last meeting on January 5, 1970, OPEIU representatives asked company officials for a list of union proposals they would agree to. The company would agree to only two of the eight proposals that had been accepted previously. The union then filed refusal to bargain charges.

Powell finds that the company had no intention of reaching an agreement. Instead of continuing serious negotiations,

the company demanded that the OPEIU agree to certain concessions, such as the company decision on welfare and pension benefits and weekend assignments. The examiner declared:

"It persuasively indicated a pervasive intent to deny the employees the right to an effective collective voice in their economic destinies. It appears to me that what respondent really sought, behind the formal facade of the collective bargaining process, was the right to continue to operate its business quite as though a majority of the employees had not chosen to be represented by an exclusive bargaining agent."

Labor Studies Center

Last year the AFL-CIO established a Labor Studies Center in Washington to train organizers and business representatives and upgrade research staffs and other union personnel active in collective bargaining. The center is an incorporated, non-profit educational institution governed by a Board of Trustees composed of labor leaders, educators and public members. It is now in its second year of operation.

The AFL-CIO, at its Executive Council meeting in February 1969, described the purpose of the Center as follows:

1. To develop trade union leadership through training programs in the various technical skills required of a union leader.
2. To develop trade union leadership through educational programs in the social sciences and humanities in order that technical skills be buttressed by a firm grounding in theory and philosophy.
3. To develop and engage in education programs and provide information about the labor movement which will carry its basic philosophy to all parts of the community.
4. To involve the students in the problems of the total labor movement and thus strengthen all affiliated organizations.

We think this program has been sorely needed within the AFL-CIO. With the complexities of collective bargaining, the advent of automation and technological change, and the need for increasing knowledge regarding health, welfare and pension programs, the AFL-CIO Labor Studies Center is in a position to provide much needed schooling for full-time staffs of labor unions.

Twenty years ago, union negotiators collectively bargained contracts which covered a relatively narrow range of subjects. With the advent of health, welfare and pension plans, negotiators were forced to obtain much information not previously required. Again, with new technological developments and the use of automation, negotiators were forced to research these novel subjects before meeting with an informed employer.

Collective bargaining is in a constant state of change. We are now discussing subjects completely unknown just a few short years ago. We are now talking about equal work for equal pay. We are proposing greater promotional opportunities for women, vocational training and the rights of minorities in today's negotiations. The environment, air pollution and ecology may very well be subjects for collective bargaining in the immediate future.

It is, therefore, not possible to simply choose representatives on the basis of popularity polls but rather the choice should take into consideration age, educational background and potential. This potential should include the aptitude for refresher courses in collective bargaining.

Five representatives of the OPEIU have taken advantage of the AFL-CIO Labor Studies Center thus far. We invite local unions to send us the names of other likely candidates.

Local 139 1st pact cuts hours, ups wages \$1,000

Average wage gains in excess of \$1,000 per individual and a shorter workweek were secured in a first contract for office employees of Brundage, Williams & Zellman, labor attorneys of San Diego, Cal., negotiated by Local 139.

An average \$14 weekly wage boost, retroactive to November 1, is to be followed within three months by another \$6 raise, with a further 7% across-the-board boost set for November 1, 1971. The workweek was cut to 37½ hours from 40.

The new Pension Plan took effect January 1. Two more paid holidays were added, Christmas Eve and the employee's birthday. A unique clause provides cash payments at each yearend for all unused sick leave accumulated beyond 12 days, with the same rule applying if an employee is terminated.

The contract was negotiated by Local 139 Business Representative Anna Stone, assisted by Regional Director John B. Kinnick. Local 139 now plans to organize other labor attorney offices in San Diego.

Credit Union pact

A \$100-a-month minimum salary increase for a 34-hour workweek is provided in a first agreement by Local 15, Vancouver, B.C., for its new unit of office employees at Ladysmith & District Credit Union, at Ladysmith, B.C.

The pact also provides three weeks vacation after three years, plus one additional day per year thereafter. Business Representative Bill Swanson reports.

Local 9 gains 14%

Across-the-board wage gains totaling 14% were won in a two-year contract renewal between Local 9 and the Jewish Community Center, Milwaukee, Wis., covering professional and maintenance employees, reports Business Representative Edward J. Kubicki. The pact expires December 31, 1972.

The first 7% raise took effect January 1, with a similar boost set for the same 1972 date.

U.S. Price Index

U.S. Bureau of Labor Statistics

Year	Month	Index
1969	November	130.5
	December	131.3
1970	January	131.8
	February	132.5
	March	133.2
	April	134.0
	May	134.6
	June	135.2
	July	135.7
	August	136.0
	September	136.6
	October	137.4
	November	137.8

Canadian Price Index

Dominion Bureau of Statistics

Year	Month	Index
1969	November	127.4
	December	127.9
1970	January	128.2
	February	128.7
	March	128.9
	April	129.7
	May	129.6
	June	129.9
	July	130.5
	August	130.5
	September	130.2
	October	130.3
	November	130.3

Local 422 signs paper firm, Adds four jobs to unit

A 6% across-the-board wage boost, with a 19¢ hourly minimum, plus job adjustments in some grades ranging from 5¢ to 10¢ an hour, were gained in a one-year contract between Local 422 and Mead Corporation, paper manufacturer, covering the office employees at Chillicothe, Ohio.

Shift differentials were raised to 9¢ and 18¢ for the second and third shifts.

New clauses cover establishment of four permanent day jobs in the Data Processing Department and recall of laid-off employees as vacation reliefs.

The union negotiating team

was headed by Local 422 President J. B. Haynes, Jr., and included Robert R. Bruce, Blanche Hughes, John W. Smith and Simon W. Duncan. They were assisted by International Representative Wade McCool.

PHOTO CORRECTION: Top photo at right shows Canadian delegates at Northeast Educational Conference handing out leaflets to New York City bank employees. It was supposed to be on page 3 of December issue but the photo below erroneously appeared instead. Bottom photo shows the signing of the recent pact between the OPEIU and NABET (National Association of Broadcast Employees & Technicians) in Toronto. From left are Olive Armstrong, Toronto; Shirley Lynch, Washington, D.C., and International Representative Wilfred Peel, all of OPEIU; Tim O'Sullivan, NABET International President, and NABET Vice-President Jean Benoit of Region 6.

